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Agreement between

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GOVERNMENT OF ALBERTA

and the Civil Service Association of Alberta

Group "C" Employees

October 22, 1973

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THIS AGREEMENT MADE THIS 22nd DAY

OF OCTOBER A.D. 1973

BETWEEN

HER MAJESTY THE QUEEN IN THE RIGHT OF

THE PROVINCE OF ALBERTA
(hereinafter referred to as "the Employer")

OF THE FIRST PART

AND

THE CIVIL SERVICE ASSOCIATION OF ALBERTA
(hereinafter referred to as "the Association")

OF THE SECOND PART

WHEREAS, Her Majesty in the Right of the Province of Alberta has granted the Association the sole right to negotiate on behalf of Her Majesty's employees pursuant to Section 26 of the Public Service Act;

AND WHEREAS, the Parties are mutually desirous of entering into an Agreement with the intent and purpose to promote a harmonious relationship between the said employees and the Government of the Province of Alberta, and to set forth in this Agreement rates of pay, hours of work and conditions of employment to be observed between the Parties;

NOW THEREFORE, the Parties hereto mutually agree as follows:

ARTICLE 1

Interpretation

1.01 In this Agreement, unless the context otherwise requires;

(a) A word used in the masculine gender applies also in the feminine;

(b) A word used in the singular applies also in the plural;

(c) "Act" means the Public Service Act as from time to time amended;

(d) "Association" or "Employee Association" means the Civil Service Association of Alberta;

(e) "Commissioner" means the Public Service Commissioner;

(f) "Department" in addition to its ordinary meaning includes any establishment or organizational unit designated as a department by the Lieutenant Governor in Council;

(g) "Deputy Head" means the chief officer of a department;

(h) "Designated Officer" means an employee who is authorized on behalf of the Employer to deal with grievances;

(i) "Dismiss" means to dismiss a person from employment under Section 25 of The Public Service Act;

(j) "Liaison Officer" means a person who is selected by the employees of the bargaining unit to act on behalf of those employees;

(k) "Maximum Rate" means the highest pay rate assigned to a class;

(l) "Minimum Rate" means the lowest pay rate assigned to a class;

(m) "Month" means a calendar month;

(n) "Permanent Employee" means a Group C employee who has successfully completed a probationary period;

(o) "Probationary Employee" means a Group C employee on a trial period;

(p) "Public Service Grievance Board" means a board established to recommend settlement of a dispute arising from the interpretation, application or any alleged violation of this Agreement or disciplinary action resulting in dismissal, suspension, demotion, or a financial penalty;

(q) "Vacation Leave" means annual vacation leave with pay granted to an employee;

(r) "Work Day" means any day on which an employee is expected to be at his place of employment.

ARTICLE 2

Jurisdiction

2.01 The terms of this Agreement shall apply to employees who are, or are to be, employed on a full time basis for twelve (12) consecutive months or longer as Group C employees exclusive of full time students, apprentices, or persons employed under special or cost shared Government employment programs such as the Priority Employment and Summer Temporary Employment Programs and Federal-Provincial programs.

ARTICLE 3

Management Recognition

3.01 The Association recognizes that all functions, rights, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are retained by the Employer.

ARTICLE 4

Future Legislation and the Collective Agreement

4.01 In the event that any law passed by the Government of Alberta renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement.

ARTICLE 5

Association Membership and Dues Check-Off

5.01 All Group C employees included in the Bargaining Unit shall become members of the Association as a condition of employment. An employee, who has a moral or religious objection to becoming a member of the Association, shall be permitted to opt out of membership by providing the Association with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of appointment as a Group C employee, but such employee shall continue to pay Association dues.

5.02 The Employer will, as a condition of employment, deduct on a monthly basis the amount of the monthly Association dues from the wages of Group C employees.

5.03 The Association agrees that for purposes of this Article all employees are members of the Association except those who have voluntarily opted out in accordance with Section 5.01.

ARTICLE 6

Solicitation for Membership

6.01 Solicitation or canvass concerning membership in the Association will not be allowed during working hours.

ARTICLE 7

Appointment of Liaison Officers

7.01 The Employer acknowledges the right of the Civil Service Association of Alberta to select employees as Liaison Officers.

7.02 The Employer and the Association shall determine the number of Liaison Officers and the jurisdiction of each Liaison Officer, having regard to the plan of organization, the distribution of employees at the work place and the administrative structure implied by the grievance procedure.

7.03 The Employer recognizes the Liaison Officer as an official representative of the Association.

ARTICLE 8

Time Off for Association Business

8.01 Subject to Sections 8.04 and 8.05, time off, without loss of regular earnings, will be provided for Association Officers and Members to conduct Official Association Business on the following basis:

(a) Members of the Statutory Negotiating Committee, not to exceed three (3) in number, for time spent meeting with representatives of the Employer during the negotiation of a Collective Agreement,

(b) A Liaison Officer and complainant for time spent investigating a complaint; and a Liaison Officer and grievor for time spent in discussing written grievances as outlined in the grievance procedure,

(c) Authorized Association Representatives, not to exceed three (3) in number, for time spent meeting with representatives of the Employer at formal employee-management committees (an exception being Employee-Management Advisory Committees where up to five (5) representatives may be allowed to attend) where matters of mutual concern are discussed.

8.02 Subject to Sections 8.04 and 8.05, time off, without loss of regular earnings, may be provided to Association Members on the following basis:

(a) Members of the Provincial Executive Administrative Board to attend meetings which are normally held monthly on a Friday.

(b) Members of the Provincial Executive to attend the general meeting which is normally held in conjunction with the Provincial Executive Administrative Board meeting every second month commencing on a Friday at 1:00 p.m. and carrying on through Saturday.

8.03 Subject to Sections 8.04 and 8.05, time off, without pay, may be provided to Association Members on the following basis:

(a) Members of the Association Bargaining Committee to attend meetings which are normally held every second month on a Saturday,

(b) Members elected as delegates to attend the Annual Convention of the Civil Service Association of Alberta,

(c) Members designated as delegates representing the Association at conventions of other employee organizations,

(d) Members elected as representatives of the Association to attend Seminars and Branch Meetings. It is understood that wherever possible such Seminars and Branch Meetings will be held during periods when Government Offices are closed.

8.04 In all of the foregoing provisions, no request for time off shall be considered unless it is made sufficiently in advance of the date the time off is required.

8.05 The Employer may refuse to grant permission for time off where disruption of work or other difficulty may arise, however, time off shall not be unreasonably denied.

8.06 To facilitate the administration of Section 8.03 of this Article, the Employer will grant the leave of absence with pay and invoice the Association for the salary costs incurred.

ARTICLE 9

Terms of Employment

9.01 The Employer during the life of this Agreement may, with the agreement of the Association,

(a) increase rates of employee compensation, or

(b) add to any employee entitlement, or

(c) extend employee rights

which are contained within this Agreement and upon such agreement these changes shall become the rates, entitlement, or employee rights.

9.02 The Employer shall give written notice to the Association of the establishment of new or altered class levels affecting compensation. The Association may contest the proposed compensation by notifying the Employer, in writing, of its intention to submit this matter to the Public Service Grievance Board for adjudication. The Association's notice must be delivered to the Employer within fourteen (14) calendar days from the date the Association received the Employer's notice.

9.03 This Agreement does not by implication require either party to continue any past practice.

9.04 Both parties recognize that they are bound by the Individual's Rights Protection Act of Alberta.

ARTICLE 10

Hours of Work

10.01 The normal hours of work for employees covered by this Agreement shall be 40 hours per week, or the equivalent thereof on an annual basis.

10.02 All employees covered by this Agreement shall normally be allowed one (1) fifteen (15) minute rest period during each half day worked. The granting of rest periods shall not be unreasonably denied.

ARTICLE 11

Attendance

11.01 An employee who is absent from duty without prior authorization shall communicate the reason for his absence to a senior official at his place of work within the time limits set out below:

(a) at least two (2) hours prior to the commencement of a shift, or,

(b) in the case of day workers, within two (2) hours of absence.

11.02 Employees on leave of absence and/or illness for an indeterminate period, or employees who wish to return to work prior to the expiration date of a leave of absence for a fixed period, shall give the Employer notice of intention to return to work in the following manner:

(a) an employee reporting for day work shall give notice during the preceding working day,

(b) an employee reporting for work on an afternoon or midnight to 8:00 a.m. shift shall give notice no later than noon of the day immediately preceding his return to work.

ARTICLE 12

Notice of Resignation and Termination

12.01 An employee (an exception being teachers and instructors where Article 40 shall apply) who has permanent appointment and fails to provide ten (10) work days' prior written notice of resignation shall from his final salary payment or pension contributions refund, forfeit the amount of salary representative of the number of days by which notice falls short of ten (10) work days. This period of notice shall not include any time during which an employee is absent from work on account of his annual vacation.

ARTICLE 13

Position Abolishment

13.01 In the case of a Group C employee permanent position abolishment means permanent termination of employment for reasons of lack of work.

13.02 The Employer shall give an employee at least sixty (60) consecutive calendar days' prior written notice that his permanent position is to be abolished or pay in lieu thereof.

13.03 The following sections of this Article apply only to a Group C employee with more than one (1) year of continuous employment as a Group C employee at the time of the notice of position abolishment.

13.04 An employee who meets the following criteria,

(a) has good health, and

(b) is under the age of sixty (60) years and will not reach the age of sixty (60) prior to the expiration of the combined sixty (60) consecutive calendar day notice period as stipulated in Section 13.02 and one hundred and eighty (180) consecutive calendar days' vesting period as stipulated in subsection (d) of Section 13.05, and

(c) has the ability to perform or learn to perform the duties of another position within the Alberta Public Service within a reasonable period of time, and

(d) cannot be transferred to another position within the Department of which he is a member simultaneously with the receipt of notice that his position is to be abolished,

shall accrue the rights under the following Sections.

13.05 An employee whose position is declared abolished and who is not simultaneously transferred to another position in the Public Service shall be eligible for placement through limited competition as follows:

(a) during the first two (2) weeks of the sixty (60) consecutive day notice period, the department shall fill all available positions in the same general functional area through competitions limited to those employees whose positions have been declared abolished.

(b) when an entire unit is ceasing operations, or where no alternate position is available to the employee of each abolished position under subsection (a) of Section 13.05 the Employer shall fill all available positions in the same general functional area throughout the Public Service by operating competitions limited to such employees.

(c) where no alternate position is found for one (1) or more employees under subsection (b) of Section 13.05 and the sixty (60) calendar day notice period has expired for such employee(s), said employee(s) shall be released from the Public Service.

(d) employee(s) released from the Public Service under subsection (c) of Section 13.05 shall be vested with the right to be appointed to the first available position(s) within the same general functional area through competition limited to such employee(s); such vesting to last one hundred and eighty (180) consecutive calendar days commencing with the day following the release of the employee(s).

13.06 Throughout the application of this Article, employees shall be eligible for available positions in order of merit as established by the limited competition process, except that where two or more employees are found to be identical in merit, they shall be eligible for positions in order of their seniority.

13.07 Employees appointed to positions under the application of this Article shall remain permanent employees and shall not be required to serve a probationary period in their new positions.

13.08 Under the application of this Article, an employee placed into a position which has a maximum salary rate less than the salary rate he was receiving upon the date of the position abolishment, shall have his salary rate maintained overrange until such time as the maximum salary rate for the new position equals or surpasses his existing salary rate.

ARTICLE 14

Overtime

14.01 All overtime must be authorized in such manner and by such person(s) as directed by the Employer.

14.02 An employee may occasionally be required to work extra time not exceeding one-half hour, immediately before or following his normal hours on any regular work day without payment.

14.03 The classification of an employee, who as a condition of employment is required normally to work irregular hours which cannot be defined, is excluded from the Schedule of Classes Eligible for Overtime (Supplement #2) and an employee in such an excluded class is not entitled to either premium pay or to time off at premium rates.

14.04 An employee whose classification is included in the Schedule of Classes Eligible for Overtime (Supplement #2), but who is required from time to time to work irregular and uncontrolled, or unsupervised, extra hours shall not be entitled to either pay or to time off at premium rates for such hours.

14.05 Time off or pay may be granted in accordance with the Regulations Governing Personnel Administration and Management for extra hours pursuant to Sections 14.03 or 14.04 except in circumstances covered by Section 14.06.

14.06 (1) An employee whose classification is excluded from the Schedule of Classes Eligible for Overtime (Supplement #2) pursuant to Section 14.03 who is required to work on forest fire fighting or pollution control operations during a day of rest or on a statutory holiday shall be compensated, provided the hours worked are controlled or supervised, as follows:

(a) for work on a day of rest one (1) day's pay at regular straight time rates regardless of the number of hours worked;

(b) for work on a statutory holiday as defined in Article 19 regular pay for the statutory holiday plus one (1) day's pay at regular straight time rates regardless of the number of hours worked; or

(c) equivalent time off in lieu for (a) or (b) upon the request of the employee subject to the discretion of the Employer.

(2) An employee in the classification of Correction Officer I and II when engaged in forest fire operations shall be compensated for overtime hours in accordance with 14.08, except that the premium rate shall be calculated on the hourly rate of pay prescribed under the Forest and Prairie Protection Act, or, if this calculation results in an hourly rate less than his regular hourly rate of pay, he shall be paid at his regular straight time rate for extra hours worked on these duties.

14.07 (1) Provided it is essential that an employee travel outside his regular hours and provided his classification is listed on the Schedule of Classes Eligible for Overtime (Supplement #2) he shall, at the Employer's discretion, be paid for these hours or granted time off in lieu at regular straight time rates.

(2) For purposes of this section travel does not include travel to and from a normal place of work and the employee's residence.

14.08 Except as provided in 14.04, 14.05, 14.06, 14.07, 14.10, 14.11, 14.15, 14.16 or 14.17 an employee whose classification is listed in the Schedule of Classes Eligible for Overtime (Supplement #2):

(a) who works in excess of his daily hours of work shall be compensated, in accordance with 14.09, at one and one-half (1½) times his regular hourly rate of pay for the first four hours and at double his regular hourly rate of pay for extra hours worked in excess of four (4) hours;

(b) who works his day(s) of rest shall be compensated, in accordance with 14.09, at one and one half (1½) times his regular hourly rate of pay, except where total hours of overtime worked in that week exceed twenty (20) hours, in which case the employee shall be compensated at double his regular hourly rate of pay for those overtime hours worked in excess of twenty (20).

14.09 An employee who works overtime hours pursuant to Sections 14.08, 14.10, 14.15 or 14.16 may be granted, at the discretion of the Employer, premium pay or equivalent time off. Equivalent time off shall be granted within the next forty-four (44) work days, except that this time limit may be extended by:

(a) the employee upon request; or

(b) the Employer when the appointment of the employee is related to a recognized operational period of less than twelve (12) months,

but in either case the time off in lieu must be taken within a twelve (12) month period.

14.10 A stage crew employee of the Provincial Auditoriums:

(a) who works in excess of twelve (12) hours on a work day shall be compensated at one and one half (1½) times his regular hourly rate of pay for the first four (4) hours and at double his regular hourly rate thereafter;

(b) who works on his day(s) of rest shall be compensated at one and one half (1½) times his regular hourly rate, except where total weekly hours of overtime exceed twenty (20) hours in which case the employee shall be compensated at double his regular hourly rate of pay for those overtime hours worked in excess of twenty (20).

14.11 An employee in the classifications of Houseparent I and II employed at the Alberta School for the Deaf shall be compensated for overtime:

(a) on a daily basis from Monday to Friday inclusive at one and one half (1½) times his regular hourly rate of pay for the first four (4) hours of overtime worked in excess of nine (9) hours and at double his regular hourly rate thereafter,

(b) on a weekly basis at one and one half (1½) times his regular hourly rate of pay for the first twenty (20) hours of overtime worked in excess of forty-five (45) hours and at double his regular hourly rate thereafter, and

(c) on a weekly basis pursuant to subsection (b) when he works a weekend shift in excess of nine (9) hours.

14.12 Overtime payment or compensatory time off shall be calculated to the nearest half (½) hour and shall not be allowed twice for the same hours.

14.13 Where an employee is authorized compensatory time off in lieu of overtime pay, he shall be so notified at least one (1) full work day before the work day on which the time off is to be taken.

14.14 Overtime pay shall be calculated from the annual salary rate or hourly rate, whichever is applicable in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.

14.15 Except as provided in 14.04, 14.05, 14.06, 14.07, 14.08, 14.10, 14.11, 14.16 or 14.17 an employee engaged in highway and bridge maintenance and construction work (all work in connection with the construction, maintenance and repair of any road, highway or bridge in the Province) who is paid an hourly rate and who works:

(a) in excess of ten (10) hours in a day, exclusive of Sunday or the day designated in lieu of Sunday, shall be compensated in accordance with 14.09, at one and one half (1½) times his regular hourly rate for those hours worked in excess of ten (10), or

(b) in excess of eighty-eight (88) hours in a two week period, not including hours worked on a Sunday or the day designated in lieu of Sunday, shall be compensated in accordance with 14.09, at one and one half (1½) times his regular hourly rate for those hours worked in excess of eighty-eight (88),

whichever is the greater; or who works on a Sunday, or the day designated in lieu of Sunday, shall be compensated in accordance with 14.09, at one and one half (1½) times his regular hourly rate for those hours worked.

14.16 Except as provided in 14.04, 14.05, 14.06, 14.07, 14.08, 14.10, 14.11, 14.15 or 14.17 an employee engaged in highway and bridge maintenance and construction work (all work in connection with the construction, maintenance and repair of any road, highway or bridge in the Province) who is paid a monthly rate and:

(a) who works in excess of 173 hours, exclusive of hours worked on a Sunday or the day designated in lieu of Sunday, in a calendar month shall be compensated at his regular hourly rate of pay or granted equivalent straight time off at the discretion of the Employer for those hours worked up to 191 hours, inclusive, or

(b) who works in excess of 191 hours, exclusive of hours worked on a Sunday or the day designated in lieu of Sunday, in a calendar month shall be compensated in accordance with 14.09, at one and one half (1½) times his regular hourly rate of pay for those hours worked in excess of 191, or

(c) who works on a Sunday, or the day designated in lieu of Sunday, shall be compensated in accordance with 14.09, at one and one half (1½) times his regular hourly rate for those hours worked.

14.17 At the employee's request and upon the Employer's approval, the employee may work hours in excess of those specified in 14.15 and 14.16, whichever is applicable, at his regular hourly rate with no premium pay.

ARTICLE 14 A

Shift Differential

14A.01 An employee who occupies a position in a class that is allocated to the Schedule of Classes Eligible for Shift Differential (Supplement No. 2A) shall receive the following shift premium in addition to his regular rate of pay:

(a) twelve (12) cents per hour worked for the evening shift, and

(b) sixteen (16) cents per hour worked for the night shift.

14A.02 For the purposes of this Article, an evening shift shall be defined as one which commences at or between 3:00 p.m. and 9:59 p.m. and a night shift shall be defined as one which commences at or between 10:00 p.m. and 2:01 a.m.

14A.03 At no time shall shift differential be included with the employee's regular rate of pay for purposes of computing overtime payments, other premium payments or any employee benefits.

ARTICLE 15

Call-Back Pay

15.01 When an employee whose position falls within the Schedule of Classes Eligible for Overtime (Supplement No. 2) is called back to work outside of scheduled working hours, he shall be paid not less than two (2) hours' overtime. This Article shall not apply when an employee is engaged in work where the hours are irregular and uncontrolled or unsupervised.

ARTICLE 16

Stand-By Pay

16.01 When an employee whose position falls within the Schedule of Classes Eligible for Overtime (Supplement No. 2) is required to be immediately available to return to work during a period in which he is not on regular duty, he shall be paid the amount of:

(a) Five ($5.00) dollars for all "on call" duty of twenty-four (24) hours or less that occurs during a normal work day, and

(b) ten ($10.00) dollars for all "on call" duty of twenty-four (24) hours or less that occurs on his normal day of rest or a Paid Holiday as listed in Section 19.01 of Article 19.

16.02 When an employee is brought back to work during a stand-by period Section 16.01 shall not apply and the employee shall be deemed to be working overtime and shall be paid not less than two (2) hours' overtime.

16.03 Article 16 shall not apply when an employee is engaged in work when the hours are irregular and uncontrolled or unsupervised.

ARTICLE 16A

Reporting Pay

16A.01 An employee shall receive a minimum of two (2) hours pay at his normal rate for reporting to his scheduled place of work at his regular starting time:

(a) if he is required to travel from his normal place of residence to his scheduled place of work, unless

he is notified at his normal place of residence or last known address not to report, at least four (4) hours in advance of his regular starting time, or

(b) if in a camp, unless he is notified not to report, at least one hour prior to his regular starting time.

ARTICLE 17

Northern Allowance Pay

17.01 A Group C employee who is required to be employed on a full time basis at a location in the Province of Alberta north of the fifty-seventh (57) parallel of north latitude shall be paid in addition to his basic salary a northern allowance of twenty-five ($25.00) dollars for each full month served. An employee who

(a) commences employment on or before the 15th day of the month, or

(b) terminates employment on or after the 15th day of the month,

shall be considered to have worked a full month for the purpose of Section 17.01.

ARTICLE 18

Probationary Period

18.01 The probationary appointment of a Group C employee shall not exceed six (6) continuous months for classes of positions listed in Supplement No. 1, or twelve (12) continuous months for all other positions; provided a department may extend the probationary appointment for a further period or periods each not exceeding six (6) months and not exceeding one (1) year in total.

18.02 Pursuant to Section 18.01, the Employer will notify the employee in writing of an extension of his probationary period and shall give the reason(s) for the extension. In addition, the Employer may also supply the employee with suggestions on how he may improve so that it may be possible for him to become a suitable permanent employee.

18.03 At any time during the probationary period the Employer may terminate the employment of an employee and there shall be no recourse to the grievance procedure.

18.04 A period of continuous employment immediately preceding the appointment of an employee to Group C shall reduce the probationary period by an equivalent amount.

ARTICLE 19

Paid Holidays

19.01 Employees are entitled to the following holidays with pay:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday (1 Day)	

19.02 Civic Holiday - if a municipality does not proclaim a Civic Holiday as specified in Section 19.01 and Provincial Government offices in that municipality are not closed, the Employer shall grant an employee either

(a) a day off in lieu with pay at his regular rate at a time specified by the Employer, or

(b) a day's pay at his regular rate.

19.03 An employee who is required to be on duty on any declared paid holiday shall be allowed equivalent time off at a time authorized by the Employer.

ARTICLE 20

Paid Holiday on Regular Day Off

20.01 When a day designated as a paid holiday under Article 19 falls on an employee's regular day off, he shall be granted by the Employer either

(a) a day off in lieu with pay at his regular rate, or

(b) pay at his regular rate for the holiday.

ARTICLE 20 A

Paid Holiday on a Regular Work Day

20A.01 When an employee's regular day of work falls on a paid holiday as defined under 20A.02 he will receive:

(a) pay at one and one half (1-1/2) times his regular rate for the hours worked and

(b) one day off with pay at his regular rate.

20A.02 For purposes of this Article paid holidays are defined as:

New Years' Day
Good Friday
Canada Day
Christmas Day
Boxing Day

ARTICLE 21

Annual Vacation Leave

21.01 An employee shall not take vacation leave without prior authorization from the Employer.

21.02 An employee covered by this Agreement shall be entitled to vacation with pay as follows:

(a) an employee who has completed twelve (12) full calendar months' service as of December 31st, shall receive fifteen (15) work days' vacation,

(b) an employee who has completed fifteen (15) years' service as of December 31st, shall in the subsequent year(s) receive twenty (20) work days' vacation.

(c) an employee who has completed less than twelve (12) full months' service as of December 31st, shall receive one and one-quarter (1-1/4) work days' vacation for each full calendar month worked from the commencement of his service; provided that when employment has commenced on the first work day of a month that month shall be considered as a full calendar month.

21.03 If one or more paid holidays falls during an employee's annual vacation period, another day or days may be added at the end of the vacation period or as may be authorized by the Employer.

21.04 An employee shall earn vacation leave pursuant to section 21.02 when authorized the following absences:

(a) financially assisted Education Leave;

(b) sick leave for the first forty-four (44) consecutive work days;

(c) any other leave of absence with or without pay for the first twenty-two (22) work days.

21.05 Where an employee is allowed to take any leave of absence, other than sick leave in conjunction with a period of vacation leave, the vacation leave shall be deemed to precede the additional leave of absence, except in the case of maternity leave which may be authorized before or after vacation leave.

21.06 An employee who terminates his service or who is terminated, shall receive vacation pay in lieu of such vacation earned but not taken.

21.07 The Employer shall, subject to the operational requirements of the department, make every reasonable effort to grant an employee, upon request, at least two (2) weeks of his annual vacation entitlement during the summer months.

ARTICLE 22

Casual Illness

22.01 "Casual Illness" means an illness which causes an employee to be absent from duty for a period of three (3) consecutive work days or less, and includes dental treatment involving an absence of one-half (1/2) day or longer which has been given prior authorization by the Employer.

22.02 Leave with pay for casual illness shall not be allowed in the first month of employment.

22.03 Leave with pay for casual illness may be granted at the discretion of the Employer in the second and subsequent months of the first year of employment as follows:

(a) in the second month - one (1) work day,

(b) in the third month - two (2) work days if no leave with pay for casual illness was granted in the second month,

(c) in subsequent months leave with pay may be granted for all or part of the period of casual illness as defined by Section 22.01

provided that the total period does not exceed

(i) three (3) work days in the first four (4) months,

(ii) four (4) work days in the first five (5) months,

(iii) five (5) work days in the first six (6) months,

(iv) six (6) work days in the first seven (7) months,

(v) seven (7) work days in the first eight (8) months,

(vi) eight (8) work days in the first nine (9) months,

(vii) nine (9) work days in the first ten (10) months,

(viii) ten (10) work days in the first eleven (11) months,

(ix) ten (10) work days in the first twelve (12) months.

22.04 In the second and subsequent years of employment leave may be granted, or part thereof, to a maximum of ten (10) work days.

22.05 Unused casual sick leave benefits may be added to general sick leave benefits in the amounts shown as follows:

(a) in the first year of employment, three (3) days effective on or after the first day of the tenth month;

(b) in the second to fifteenth years of service, at the rate of one (1) day per month effective on or after the first day of the third month.

22.06 This Article is subject to Article 24.

ARTICLE 23

General Illness

23.01 "General Illness" means an illness which causes an employee to be absent from duty for a period of more than three (3) consecutive work days.

23.02 (1) After the first three (3) months of employment, leave of absence with pay in each year of employment is allowable on account of general illness as follows:

(a) in the first year of employment, one (1) day for each month worked up to a total of six (6) work days with full pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (a).

(b) in the second year of employment, twelve (12) work days with full pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(c) in the third year of employment, twenty-five (25) work days with full pay, twenty-two (22) work days with half pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(d) in the fourth year of employment, thirty-five (35) work days with full pay, ten (10) work days with half pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(e) in the fifth year of employment forty-seven (47) work days with full pay, six (6) work days with half pay plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(f) in the sixth to tenth years of employment, not more than sixty-five (65) work days with full pay and not more than sixty-five (65) work days with half pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(g) in the eleventh to fifteenth years of employment, not more than sixty-five (65) work days with full pay and not more than one-hundred and ninety-five (195) work days with half pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(h) in the sixteenth to twentieth years of employment, not more than one-hundred and thirty (130) work days with full pay, and not more than one-hundred and thirty (130) work days with half pay.

(i) in the twenty-first and subsequent years of employment, not more than one-hundred and ninety-five (195) work days with full pay, and not more than sixty-five (65) work days with half pay.

(j) for the purpose of Section 23.02 "employment" includes salaried and Group C employment and also any prior employment on Group B wages provided that there is no break in government service.

23.03 As a consequence of the extensive changes negotiated on general illness, the Employer shall retain the full amount of any premium rebate allowable on unemployment insurance by the Unemployment Insurance Commission.

23.04 Notwithstanding Article 22 or section 23.02, an employee is not eligible to receive sick leave benefits under this Article or Article 22 if

(a) the absence is due to an injury while in the employ of any other Employer, nor is he eligible for any sick leave benefits for any subsequent absences caused by that injury, or

(b) the absence is due to pregnancy or a self-inflicted injury.

23.05 When a day designated as a paid holiday under Article 19 falls within a period of general illness it shall be debited as a day(s) of general illness and under no circumstances shall an employee be authorized both a day(s) of general illness and a holiday(s) for the same day(s).

23.06 This Article is subject to Article 24.

ARTICLE 24

Proof of Illness

24.01 The Employer may request a medical certificate in respect of any absence taken under Article 22.

24.02 The Employer shall request a medical certificate for any absence under Article 23.

24.03 The Employer may require that an employee be examined by a medical board

(a) in the case of prolonged or frequent absence due to general illness, or

(b) when it is considered that an employee is unable to satisfactorily perform his duties due to disability or illness.

24.04 Pursuant to Section 24.03, if requested, an employee shall be entitled to have his personal physician or another physician of his choice be a member of the medical board or to act as his counsel before the medical board. Expenses incurred under this Section shall be paid by the employee.

ARTICLE 25

Family Illness

25.01 An employee may be granted leave with pay (or part thereof) for a period of one (1) work day if there is an illness in his immediate family and in addition may be granted up to two (2) days for travel, where long distances or travel from isolated areas are involved, and shall be paid his regular pay for those travel day(s) which are not regularly scheduled days of rest. Immediate family shall mean: wife, husband, son, daughter, mother and father.

25.02 A leave of absence granted to an employee under Section 25.01 shall be only for the purpose of making arrangements for the care of the person that is ill.

ARTICLE 26

Bereavement Leave

26.01 In the event of the death of a member of an employee's immediate family, the employee shall be allowed leave with pay for a period of up to three (3) consecutive working days. In addition, he may be granted up to two (2) days for travel and shall be paid for those travel day(s) which are not regularly scheduled days of rest.

26.02 Members of the employee's immediate family are defined as the employee's spouse, parent, guardian, parent-in-law, grandparent, son, daughter, brother, sister or the husband or wife of any of them and grandchildren.

ARTICLE 27

Maternity Leave

27.01 An employee shall be granted leave without pay for maternity reasons for a period not exceeding six (6) months from the date of leaving to the date of return provided that she has completed one (1) year of continuous service at the time of application and that she applies three (3) months prior to her scheduled date of confinement.

27.02 An employee granted leave without pay pursuant to section 27.01 shall be granted a minimum of seventeen (17) weeks, except where a shorter period is agreed to by the Employer and the employee.

27.03 An employee granted leave without pay for maternity reasons pursuant to Section 27.01 shall be returned to her former position or be placed in another position at a comparable salary level within the same department upon her return to work.

27.04 The Employer shall determine the date that maternity leave commences, except where the employee presents a medical certificate which indicates the maternity leave must be commenced earlier than the date authorized by the Employer, in which case the maternity leave shall be commenced on the date indicated on the medical certificate.

27.05 An employee who has completed one (1) year of continuous service and resigns for maternity reasons and who is re-employed in any capacity within six (6) months from the date of her resignation shall be considered to have been on leave without pay but for the purpose of vacation leave shall be treated like a new employee.

ARTICLE 27 A

Time Off for Disaster Conditions

27A.01 An employee shall be granted leave of absence with pay up to two (2) work days for a critical condition which requires his personal attention in a disaster (flood, fire, etc.) which cannot be served by others or attended to by the employee at a time when he is normally off duty.

ARTICLE 28

Change of Domicile

28.01 An employee who maintains a self-contained household, and who changes his place of residence which necessitates the moving of his household effects during his normal working hours may, for the purpose of moving his household effects, be granted one (1) work day's leave with pay.

ARTICLE 29

Court Leave

29.01 When an employee is summoned to appear in court in his official capacity to give evidence or to produce government records, he shall be allowed leave with pay, but any witness fee receivable by him shall be paid to the employing department.

29.02 When an employee is summoned to appear in court as a witness in his private capacity

(a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any witness fee receivable by him shall be paid to the employing department,

(b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the employing department, but any witness fee receivable by him shall be paid to the employing department.

ARTICLE 30

Leave on Election Days

30.01 The Employer will ensure that any employee eligible to vote on either a National Election or a Provincial or Municipal plebiscite or referendum shall have the necessary time off in which to vote in accordance with the appropriate Act.

ARTICLE 31

Workmen's Compensation

31.01 If an employee sustains an injury in the course of his duties with the Government of Alberta and is eligible to receive Workmen's Compensation, he shall be paid his regular full salary for his total period of sick leave entitlement on full and half pay, and if the employee is unable to return to work when this period expires, he shall then be paid according to the rate prescribed by the Workmen's Compensation Act.

31.02 Payments made in respect to absences under this clause shall not reduce the employee's sick leave entitlement.

ARTICLE 31 A

Safety and Protective Clothing

31A.01 The Employer agrees to adhere to such safety measures and shall provide protective clothing in accordance with Workmen's Compensation Safety Regulations Governing General Accident Prevention issued pursuant to the Workmen's Compensation Act.

ARTICLE 32

Grievance Procedure

32.01 Definitions:

(a) "Days" means calendar days,

(b) "Employer" means the deputy head of the employing department or his representative for the purpose of this Article,

(c) "Probationary Employee" means a Group C employee on a trial period and who has no recourse to the grievance procedure on dismissal.

32.02 When a grievance arises it shall be dealt with in the manner outlined in the following Sections, except that a grievance may not be presented on a matter where an appeal procedure is already provided by or under an Act, including but not limited to:

(a) the classification process, or

(b) the evaluation of an instructor's or teacher's preparation.

32.03 Designated Officers

The Deputy Head shall advise all employees in his department by poster, or by some other appropriate means of notification, as to the name and title of the designated officer at each level in the grievance procedure.

32.04 Informal Discussion

An employee should first discuss the subject of the proposed grievance with his immediate supervisor in an attempt to resolve the matter.

32.05 Level 1

(a) An employee who wishes to pursue a grievance must submit it in writing within fourteen (14) days of the date upon which the subject of the grievance occurred. The grievance must be submitted to his immediate supervisor, except that where it is impractical to submit it to the immediate supervisor, it may be sent by registered mail directly to the designated officer at Level 1.

(b) A grievance shall be normally presented upon the Official Grievance Form, provided that a grievance shall not be deemed invalid by reason of the fact that it is not in accordance with the prescribed form.

(c) The immediate supervisor shall

(i) forward the grievance to the designated officer authorized to reply at Level 1, or

(ii) reply to the grievance directly if he is the designated officer.

(d) The designated officer at Level 1 shall normally submit a written reply to the employee within fourteen (14) days of the submission of the grievance.

32.06 Level 2

(a) When an employee is not satisfied with the answer or settlement he received from the designated officer at Level 1 he may, if he has the approval of the Association, submit his grievance to the designated officer at Level 2 either directly or, where practical, through his immediate supervisor.

(b) A submission at Level 2 must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at Level 1, or

(ii) if the designated officer at Level 1 fails to submit the written reply within the time limit specified in subsection (d) of Section 32.05 within fourteen (14) days after the expiry of that time.

(c) The designated officer at Level 2 shall normally submit a written reply to the employee within fourteen (14) days of the submission of the grievance at Level 2 and shall submit a copy of his reply to the Association.

32.07 Level 3

(a) When an employee is not satisfied with the answer or settlement he received from the designated officer at Level 2 he may, if he has the approval of the Association submit his grievance to the designated officer at Level 3 either directly or, where practical, through his immediate supervisor.

(b) A submission at Level 3 must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at Level 2, or

(ii) if the designated officer at Level 2 fails to submit the written reply within the time limit specified in subsection (c) of Section 32.06, within fourteen (14) days after the expiry of that time.

(c) The designated officer at Level 3 shall normally submit a written reply to the employee within fourteen (14) days of the submission of the grievance at Level 3 and shall submit a copy of his reply to the Association.

(d) For the purpose of this procedure, the decision given by the designated officer at this Level shall be final and binding upon the employee unless the grievance is a "class of grievance" that may be referred to the Public Service Grievance Board pursuant to subsection (a)(i) and (ii) of Section 32.08.

32.08 Level 4

(a) If an employee is not satisfied with the answer or settlement he received from the designated officer at Level 3, he may submit his grievance to the Chairman of the Grievance Board, provided that

(i) it is a grievance on the application, interpretation or alleged violation of the Articles of this Collective Agreement or on a disciplinary action resulting in dismissal, suspension, demotion or a financial penalty, and

(ii) he has the approval of and is represented by the Association, except in the case of dismissal where neither Association approval nor representation is mandatory.

(b) A submission to the Chairman of the Grievance Board must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at level 3, or

(ii) if the designated officer at level 3 fails to submit the written reply within the time limit specified in subsection (c) of Section 32.07, within fourteen (14) days after the expiry of that time.

32.09 Time Limits

(a) Subject to subsection (d), if an employee does not submit a grievance to the next higher level within the time limits stipulated in Section 32.05, 32.06, 32.07, 32.08 or 32.10 as the case may be, then the grievance shall be deemed to be abandoned and all rights of recourse to the grievance procedure for that particular grievance shall be at an end.

(b) When it is necessary to use the postal service to process a grievance, all correspondence between the Employer and employee shall be by registered mail.

(c) When a grievance is processed by registered mail, the grievance shall be deemed to have been submitted on the day on which it is postmarked and it shall be deemed to have been received by the designated officer on the day it is delivered. Similarly, the designated officer shall be deemed to have submitted a reply at any level on the date on which the letter containing the reply is postmarked; the time limit within which the employee may submit his grievance at the next higher level shall be calculated from the date on which the designated officer's reply was delivered to the address shown on the grievance form.

(d) The time limits between levels may be extended by mutual agreement of the Employer and the Association.

32.10 Variance from Normal Grievance Procedure

(a) A grievance may initially be presented beyond level 1 with the approval of the deputy head, where the deputy head is of the opinion that

(i) the nature of the grievance is such that a decision cannot be given below a particular level of authority, or

(ii) the organization of the department makes it impossible to process a grievance through each level of the procedure.

(b) In the case of a dispute arising from Demotion, Suspension or Dismissal, the grievance shall initially be presented at level 3 except where the Employer notifies the employee involved in the dispute that he may present his grievance at level 4.

(c) When the Association refuses to represent a dismissed employee, the employee may present his own case at level 3 or 4 or he may arrange to have someone else represent him.

(d) When it is decided that a grievance will be heard initially at level 3 or 4 pursuant to clause (b) a submission to level 3, or level 4 if appropriate, must be made by the employee within fourteen (14) days of receipt of the written communication notifying him of the demotion, suspension or dismissal.

(e) When a grievance is heard initially at level 3 pursuant to clause (b) and the employee is not satisfied with the answer or settlement, he may submit his grievance to level 4, but such submission must be made within fourteen (14) days of receipt of the written decision of the designated officer at level 3.

32.11 Meetings During Grievance Procedure

(a) A liaison officer shall not leave his place of work to discuss a grievance with the Employer or an employee during working hours without first obtaining permission from his immediate supervisor to do so.

(b) Where practical, an employee who wishes to discuss his grievance with the Employer at any level of the grievance procedure shall obtain the permission of his immediate supervisor before leaving his place of work for this purpose and shall report back to his immediate supervisor before resuming his normal duties.

(c) An authorized Association representative shall not enter a place of work to discuss a grievance with an employee or employees without first obtaining permission from the Employer to do so.

(d) Permission requested under subsection (a), (b) or (c) shall not be unreasonably denied.

32.12 Cost of Grievance Board

The cost sharing of the Grievance Board between the parties shall be as stipulated in the Grievance Procedure Regulations.

ARTICLE 33

Parking

33.01 An employee working at an institution not serviced by public transportation shall not be charged a fee for unreserved parking space.

ARTICLE 34

Health Plan Benefits

34.01 Half the premium cost of a family or single contract as prescribed in Section 14. of the Regulations Governing the Payment of Salaries and Administration of Employee Benefits, shall be paid by the Employer and half shall be paid by the employee.

ARTICLE 35

Group Life Insurance

35.01 Participation in the Group Life Insurance Plan is a condition of employment for Group C employees and becomes effective the first of the month following the date upon which such participation can be facilitated.

35.02 The Employer shall pay eighteen ($.18) cents per $1,000.00 (one thousand) coverage for an employee who is eligible to participate in the plan.

35.03 The Schedule of Insurance for employees who are eligible to participate pursuant to Section 35.02 shall be two and one half (2-1½) times regular salary rounded out to the next highest $1,000.00 (one thousand), up to a maximum coverage of $30,000.00 (thirty thousand).

ARTICLE 35 A

Rates of Pay

35A.01 The rates of pay for the period from the date of the signing of the Recommendations of the Negotiating Committee to December 31, 1973, inclusive, shall be in accordance with Supplement No. 3 dated 1973 of this Collective Agreement. The effective date for employees who are Group C employees under the definition existing June 30, 1973 shall be January 1, 1973.

35A.02 The 1973 rates of pay will be increased by 6% for the period from January 1, 1974 to December 31, 1974, inclusive, in accordance with Supplement No, 3 dated 1974 of this Collective Agreement.

35A.03 Employees who have resigned or have been dismissed prior to the date of signing of the Recommendations of the Negotiating Committee shall not be eligible for the wage increase.

Duration of Agreement

(a) The duration of this Agreement shall be from July 1, 1973 to December 31, 1974 and from year to year thereafter until notice is served by either Party pursuant to Section 27 of the Public Service Act.

(b) Where notice is served by either party under the provisions of Section 27 of the Act, this Agreement shall continue in effect until

(i) settlement is agreed upon and a new Agreement signed, or

(ii) if settlement is not agreed upon, then this Agreement shall remain in effect until a new Agreement is signed in accordance with the provisions of the Public Service Act.

(c) The attached supplements shall form part of this Agreement.

In witness whereof the Minister for Personnel has hereunto set his hand for and on behalf of Her Majesty in the Right of the Province of Alberta, and the President of the Civil Service Association of Alberta has hereunto set his hand for and on behalf of the Civil Service Association of Alberta.

WITNESS

MINISTER FOR PERSONNEL

WITNESS

PRESIDENT, CIVIL SERVICE ASSOCIATION OF ALBERTA

SUPPLEMENT NO. 1

WAGE CLASSES FOR WHICH PROBATIONARY PERIOD IS SIX MONTHS

Department of Highways and Transport

Cook
Camp Attendant
Camp Cookee
Sign Structure Erector
Bridgeman (Steel)
Bridgeman
Carpenter (non-trades)
Welder (non-trades)
Carpenter's Helper
Equipment Operator I
Labourer
Survey Aide I
Survey Aide II
Survey Aide III
Instrument Man I
Material Inspector I
Checker I
Checker II

Department of Lands and Forests

Axeman
Chain Man
Compass Man
Mounder
Level Man
Rod Man
Equipment Operator I
Radio Operator
Tradesman's Helper
Kitchen Helper (Cookee)
Cook I
Caretaker
Labourer

Department of Municipal Affairs

Equipment Operator I
Labourer I
Cook

SUPPLEMENT NO. 2

SCHEDULE OF WAGE CLASSES ELIGIBLE FOR OVERTIME

Department of Highways and Transport

Highway Inspector
Instrument Man I
Instrument Man II
Survey Aide I
Survey Aide II
Survey Aide III
Material Inspector I
Material Inspector II
Checker I
Checker II
Sub-Foreman
Timekeeper
Cook
Camp Attendant
Camp Cookee
Sign Structure Erector
Bridgeman (Steel)
Bridgeman
Bridge Structure (Sub-Foreman)
Carpenter (Non-trades)
Welder (Non-trades)
Carpenter's Helper
Equipment Operator I
Equipment Operator II
Equipment Operator III
Equipment Operator IV
Labourer

Department of Lands and Forests

Axeman
Chain Man
Compass Man
Mounder
Level Man
Rod Man
Surveyor (Instrument Man)
Bridge, Road or Labour Sub-Foreman
Assistant Party Chief
Equipment Operator I
Equipment Operator II
Equipment Operator III
Equipment Operator (Miscellaneous)
Radio Operator
Tradesman Helper
Kitchen Helper (Cookee)
Cook I
Cook II
Caretaker
Beach Supervisor
Labourer

. . . continued . . .

SUPPLEMENT NO. 2 . . . . continued

Department of Municipal Affairs

Equipment Operator I
Equipment Operator II
Equipment Operator III
Labourer
Cooks

SUPPLEMENT NO. 3

WAGE SCHEDULE

Department of Highways and Transport

	1973	1974
Highway Inspector	690 - 869	731 - 921
Instrument Man I	523 - 600	554 - 636
Instrument Man II	600 - 758	636 - 803
Survey Aide I	436 - 477	462 - 506
Survey Aide II	498 - 547	528 - 580
Survey Aide III	523 - 600	554 - 636
Material Inspector I	498 - 573	528 - 607
Material Inspector II	600 - 724	636 - 767
Checker I	477 - 523	506 - 554
Checker II	523 - 600	554 - 636
Foreman I	707 - 812	749 - 861
Foreman II (with Road Foreman Supervision)	741 - 933	785 - 989
(with no local supervision)	776 - 976	823 -1035
Sub-Foreman	615 - 707	652 - 749
	3.54-4.08/hr	3.75-4.32/hr
Timekeeper	446 - 587	473 - 622
Cook	456 - 600	483 - 636
Camp Attendant	342 - 428	363 - 454
Camp Cookee	342 - 428	363 - 454
Sign Structure Erector	3.66-4.01/hr	3.88-4.25/hr
Bridgeman (Steel)	3.66-4.14/hr	3.88-4.39/hr
Bridgeman	2.98-3.66/hr	3.16-3.88/hr
Bridge Structure (Sub-Foreman)	3.83-4.31/hr	4.06-4.57/hr
Carpenter (non-trades)	3.66-4.33/hr	3.88-4.59/hr
Welder (non-trades)	3.66-4.33/hr	3.88-4.59/hr
Carpenter's Helper	2.98-3.66/hr	3.16-3.88/hr
Equipment Operator I	3.12-3.40/hr	3.31-3.60/hr
Equipment Operator II	3.47-3.81/hr	3.68-4.04/hr
Equipment Operator III	4.10/hr	4.35/hr
Labourer	2.71-3.12/hr	2.87-3.31/hr
Ferryman I	23.07/day	24.45/day
Ferryman II	24.43/day	25.90/day
Ferry Captain	27.14/day	28.77/day
Ferry Engine Operator	25.79/day	27.34/day
Boilerman	31.18/day	33.05/day
Equipment Operator IV	4.57/hr	4.84/hr

Department of Lands and Forests	1973	1974
Axeman, Chain Man, Compass Man, Mounder, Level Man, Rod Man, Cone Picker	456 - 573	483 - 607
Surveyor (Instrument Man), Cruiser, Tree Marker, Tree Scaler	547 - 690	580 - 731
Assistant Party Chief	573 - 724	607 - 767
Party Chief	600 - 758	636 - 803
Forester	707 - 976	749 -1035
Bridge, Road or Labourer Foreman	776 - 891	823 - 944
Bridge, Road or Labourer Sub-Foreman	675 - 776	716 - 823
Foreman - Small Crews	560	594
Equipment Operator I	600	636
Equipment Operator II	659	699
Equipment Operator III	776	823
Equipment Operator (Miscellaneous)	630	668
Radio Operator	511 - 645	542 - 684
Tradesman's Helper	523 - 659	554 - 699
Kitchen Helper (Cookee)	406 - 498	430 - 528
Cook I	456 - 573	483 - 607
Cook II	498 - 630	528 - 668
Suppression Crew (Foreman)	22.69/day	24.05/day
Suppression Crew (Labourer)	19.27/day	20.43/day
Caretaker	436 - 547	462 - 580
Beach Supervisor	467 - 587	495 - 622
Lookout Man	488 - 615	517 - 652
Weather Observer	1.75/day	1.86/day
Labourer	436 - 547	462 - 580
Parks Warden I	488 - 615	517 - 652
Parks Warden II	535 - 675	567 - 716
Junior Forest Ranger Crew (Leader)	8.60/day	9.12/day
Junior Forest Ranger Crew (Member)	7.50/day	7.95/day
Automotive Mechanic I	690 - 869	731 - 921
Automotive Mechanic II	758 - 953	803 -1010

SUPPLEMENT NO. 3 WAGE SCHEDULE . . . . continued

Department of Municipal Affairs	1973	1974
Equipment Operator I		
Crawler Tractor	3.42/hr	3.63/hr
Beginner Operator	3.19/hr	3.38/hr
Equipment Operator II		
Construction Equipment	3.77/hr	4.00/hr
Heavy Equipment	3.60/hr	3.82/hr
Medium Equipment	3.48/hr	3.69/hr
Equipment Operator III		
Experienced	4.09/hr	4.34/hr
Beginning	3.85/hr	4.08/hr
Labourer	2.78/hr	2.95/hr
Foremen		
Operator II	3.94/hr	4.18/hr
Operator III	4.31/hr	4.57/hr
Fence Crew	3.69/hr	3.91/hr
Gravel Checker	3.92/hr	4.16/hr
Cooks	406 plus $5/man over 5	430 plus $5/man over 5
Range Rider	400	424

Department of the Environment (for the purposes of retroactivity only)		
Junior Clerk	337 - 419	357 - 444
Clerk Typist I-II	346 - 498	367 - 528
Clerk Stenographer I-II	372 - 511	394 - 542
Clerk I-II	337 - 498	357 - 528
Clerk III	488 - 615	517 - 652
Clerk IV	560 - 707	594 - 749
Survey Aide	419 - 477	444 - 506
Instrument Man I	477 - 547	506 - 580
Instrument Man II	547 - 659	580 - 699
Crew Chief I	600 - 794	636 - 842
Crew Chief II	690 - 869	731 - 921
Geographer I	675 - 976	716 -1035
Foreman	587 - 741	622 - 785

. . . . continued - Department of the Environment

	1973	1974
Construction Supervisor	690 - 869	731 - 921
Truck Driver I	600	636
Truck Driver II	659	699
Truck Driver III	776	823
Machine Operator I	600	636
Machine Operator II	659	699
Machine Operator III	776	823
Driller I	659	699
Driller II	776	823
Mechanic I (non-tradesman)	498 - 630	528 - 668
Mechanic II (journeyman tradesmen)	690 - 869	731 - 921
Driller's Helper	456 - 573	483 - 607
Swamper	456 - 573	483 - 607
Cook	456 - 573	483 - 607
Labourer (Utility Worker)	523 - 659	554 - 699

Department of Public Works

Construction Inspector I	953 - 1046	1010 - 1109
Stockkeeper I	446 - 560	473 - 594
Caretaker	523 - 547	554 - 580
Automotive Equipment Operator I	600	636
Groundsworker	419 - 523	444 - 554
Caretaker Foreman I	547 - 573	580 - 607
Technical Aide	436 - 547	462 - 580
Technologist I	477 - 600	506 - 636
Technologist II	547 - 794	580 - 842
Maintenance Tradesman IA	690 - 869	731 - 921
Maintenance Tradesman IB	758 - 953	803 - 1010
Maintenance Tradesman IIA	758 - 953	803 - 1010
Maintenance Tradesman IIB	830 - 1046	880 - 1109

. . . . continued . .

SUPPLEMENT NO. 3 WAGE SCHEDULE . . . . continued

. . . . continued - Department of Public Works

	1973	1974
Maintenance Service Worker I	523 - 547	554 - 580
Maintenance Service Worker II	523 - 659	554 - 699
Maintenance Service Worker III	573 - 724	607 - 767
	Hiring Rate/Job Rate	Hiring Rate/Job Rate
Power Plant Engineer (4th Class)	707 - 741	749 - 785

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